

Company Registration Number: 07530373 (England & Wales)

EAST MIDLANDS EDUCATION TRUST

(A company limited by guarantee)

Annual report and financial statements

For the year ended 31 August 2025

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

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EAST MIDLANDS EDUCATION TRUST
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Reference and administrative details

Members	Mr C Campbell (resigned 15 July 2025) Mr P Harding Ms A Witheford Dr S Gornall Mr N Johnson
Trustees	Mr A Hoggard (appointed 6 December 2024) Ms E Watson (appointed 6 December 2024) Mr B A Carr Dr J F Collins Mr R McDonough (resigned 28 February 2025) Ms S M Robson Ms S A Tinley* Mr P J Winter* Mrs A Witheford

* members of the Audit & Risk Committee

Company registered number	07530373
Company name	East Midlands Education Trust
Principal and registered office	The West Bridgford School Loughborough Road West Bridgford Nottingham NG2 7FA
Company secretary	Ms K Wilson
Chief executive officer	Mrs L Walton (appointed 1 March 2025)
Senior management team	Mr R McDonough, Chief Executive Officer (resigned 28 February 2025) Miss H Morrissey, Chief Financial Officer Mrs H Darnbrough, Director of Operations Mrs L Azemia, Deputy Chief Executive Officer Mr I Fidler, Director of Training
Independent auditors	PKF Smith Cooper Audit Limited Statutory Auditors 2 Lace Market Square Nottingham NG1 1PB
Bankers	Lloyds Bank PLC 12-16 Lower Parliament Street Nottingham NG1 3DA

EAST MIDLANDS EDUCATION TRUST

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Reference and administrative details (continued)

For the year ended 31 August 2025

Solicitors

Browne Jacobson
Mowbray House
Castle Meadow Road
Nottingham
NG2 1BJ

EAST MIDLANDS EDUCATION TRUST
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Trustees' report
For the year ended 31 August 2025

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1st September 2024 to 31st August 2025. The annual report serves the purposes of both a Trustees' report, a Directors' report and strategic report under company law.

The Trust as at the 31st August 2025 consists of 24 academies, 9 secondary, 14 primary and 1 alternative provision, working across Nottingham City, Nottinghamshire, Derby City, Derbyshire and Leicestershire. The trust has a pupil capacity of 13,032 and had a roll of 12,977 in the school census on 5th October 2025.

Structure, governance and management

a. Constitution

The Trust is a charitable company limited by guarantee and an exempt charity.

The charitable company's memorandum and articles of association are the primary governing documents of the Trust.

The Trustees of East Midlands Education Trust are also the directors of the charitable company for the purposes of company law.

The charitable company is known as East Midlands Education Trust.

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and administrative details on page 1.

The Trust works in partnership with a range of organisations in pursuit of its charitable objectives, including local authorities, professional development providers, other schools and academies. The trust does not have any subsidiary companies. Where the Trust is part of a wider collaborative network, these relationships support school improvement, staff development and shared services.

b. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

c. Trustees' indemnities

The Trust insurance indemnifies the Trustees through the Department for Education risk protection arrangement (RPA).

EAST MIDLANDS EDUCATION TRUST
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Trustees' report (continued)
For the year ended 31 August 2025

Structure, governance and management (continued)

d. Method of recruitment and appointment or election of Trustees

The Trustees, who are also the Directors, are appointed under the terms of the Trust's Articles of Association as follows:

The Trust shall have the following Trustees:

- Not less than 3 Trustees, maximum 15 Trustees;
- The Chief Executive Officer;
- The members may appoint Trustees through such process as they may determine. The Members will take into consideration, but will not be bound by, the recommendations of the Local Governing Bodies of the Academies when appointing Trustees;
- The total number of Trustees including the Chief Executive Officer who are employees of the Trust shall not exceed one third of the total number of Trustees;
- There shall be a minimum of two Parent Trustees unless there are Local Governing Bodies which include at least two parent members;
- Where the Trust is required to have Parent Trustees they shall be either elected or appointed as determined by the Trustees;
- The Trustees may appoint Co-opted Trustees. The Trustees may not co-opt an employee of the Trust as a Co-opted trustee if thereby the number of Trustees who are employees of the Trust would exceed one third of the total number of Trustees (including the Chief Executive Officer).
- Trustees are recruited to address vacancies and gaps identified from governance reviews. The recruitment process is controlled and managed by the Board to ensure a consistent approach to interview and short list potential candidates.

e. Policies adopted for the induction and training of Trustees

The training and induction provided for new Trustees will depend on their existing experience. Where necessary an induction will provide training on charity and educational, legal and financial matters. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees and Directors of the Charitable Company. As there is normally expected to be only a small number of new Trustees each year, induction tends to be done informally and is tailored specifically to the individual. Appropriate training and support is provided to Trustees throughout their tenure in appropriate areas supplemented by school visits, giving trustees a chance to meet staff and students and tour the school sites.

f. Organisational structure

The Chief Executive is the Accounting Officer. The Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the Trust by the use of budgets and making major decisions about the direction of the Trust, and senior staff appointments. The Trustees are responsible for monitoring the performance of the Chief Executive and Local Governing Bodies on a regular basis.

The Local Governing Bodies control the schools, implementing the policies laid down by the Trustees and reporting back to them. The Local Governing Bodies are responsible for the authorisation of spending within agreed budgets and the appointment of staff.

There are sub-committees of the main Board of Trustees who are delegated specific responsibilities as explained in detail within the Governance Statement. These committees include: The Audit & Risk Committee, The Finance & Estates Committee, HR Committee, Standards & Inclusion Committee and the Pay Committee.

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Trustees' report (continued)
For the year ended 31 August 2025

Structure, governance and management (continued)

g. Arrangements for setting pay and remuneration of key management personnel

The pay of the CEO is determined by the Trustees pay committee with other senior staff pay decisions being reported to the pay committee. The pay of the head teachers is delegated to the Local Governing Body, under the advice of the CEO, but decisions are made in accordance with EMET's pay policy. The pay of other senior staff in individual schools is a matter for the local governing body to determine. The individual salary range for any senior staff whose salary is over £100k will be determined by the trustees. Salaries are benchmarked against other trusts with similar characteristics and the DfE guidance on executive pay.

Related parties and other connected organisations

Information in respect of related party transactions is provided in the related party transactions note.

h. Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the year	10
Full-time equivalent employee number	9

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	6
1%-50%	4
51%-99%	-
100%	-

Percentage of pay bill spent on facility time £

Total cost of facility time	3,746	
Total pay bill	77,220,557	
Percentage of total pay bill spent on facility time	-	%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	-	%
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i. Total pay bill

Total pay bill above covers the period from April to March and therefore is not coterminous with the year-end figures.

EAST MIDLANDS EDUCATION TRUST
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Trustees' report (continued)
For the year ended 31 August 2025

Structure, governance and management (continued)

j. Engagement with employees (including disabled persons)

Employees are always consulted regarding significant issues which relate to them. This is by means of direct consultation, through the management structure in schools and through the Trade Unions. We have a Joint Consultation Panel with the Trade Unions and this is our mechanism for consultation on employee related matters. The Panel currently meet termly.

The Trust has engaged Edurio to undertake a whole staff survey to ensure its People Strategy is shaped by staff across all levels of the organisation. By gathering insights directly from employees, the trust can identify priorities, understand challenges, and build a strategy which will support wellbeing, professional growth, and long-term organisational success. A working group, of a cross section of Trust employees, has been established to analyse the data to inform policy development at Trust level whilst schools are creating action plans linked to their own results.

The Trust continues to promote its Employee Assist Programme, which covers health and wellbeing support for all employees. The Trust also offers an employee benefits platform which offers discounts with reputable online suppliers as well as a salary sacrifice, cycle purchase scheme.

The Trust has a robust appraisal system and policy for both Teaching and Associate staff where targets are set in line with Trust and school priorities. This enables all staff to contribute to school improvement and identify any continuing professional development needs.

The Trust is an equal opportunities employer and has robust policies in place to ensure equality for all. The Trust has signed up to become more Disability Confident. Disability Confident provides employers with the knowledge, skills and confidence they need to attract, recruit, retain and develop disabled people in the workplace. The Trust has been awarded the Disability Confident Committed Certificate for 4 years.

The Trust has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- Equality policy
- Health & safety policy

In accordance with the Trust's equal opportunities policy, the Trust has long-established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available from the Trust's offices.

k. Engagement with suppliers, customers and others in a business relationship with the Trust

The Trust recognises its responsibility to all stakeholders and actively encourages engagement through a variety of channels such as the Trust website, social media and consultations. The key stakeholders for the Trust are the pupils and their parents and carers.

The Trust's procurement strategy ensures that all suppliers are dealt with in an appropriate manner throughout the working relationship. Frameworks are followed to ensure the Trust is compliant whilst achieving value for money.

The Trust holds regular meetings with key suppliers to review contract performance and keep suppliers informed on the changing activities of the Trust. The Trust works closely with relevant Local Authorities to ensure a collaborative relationship is maintained to ensure we can support all parents, carers and children.

EAST MIDLANDS EDUCATION TRUST
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Trustees' report (continued)
For the year ended 31 August 2025

Objectives and activities

a. Objects and aims

The principal object and aim of the Trust is the operation of East Midlands Education Trust to provide education for students of different abilities between the ages of 2 and 18 at the 24 academies.

The Trust was established to improve the life chances of students in all partner schools. The mission of the Trust is consequently clear and straightforward:

'To ensure all our students realise their full potential and develop into young citizens who make a positive contribution to society.'

Schools within the Trust are therefore committed to supporting each other in providing the very best quality of education for all our students. All partner schools have pledged to achieve the Trust's mission through following our six guiding principles:

- Providing outstanding opportunities for everyone associated with our Trust and delivering a lasting legacy for each individual student.
- Helping all our students realise their full potential by raising aspirations, boosting self-esteem and growing the confidence to aim high and achieve well.
- Developing work ready students with the skills, knowledge, expertise and character aligned to the needs of employers in a global world, which will prepare them for future success in further and higher education as well as employment.
- Developing active citizens with a sense of moral purpose who will contribute positively to their local community, wider society and by leading successful economically independent lives.
- Reducing disadvantage by closing the gap through inspirational teaching and outstanding enrichment opportunities for all students regardless of ability, social background and cultural diversity.
- Ensuring, through collaboration with all stakeholders, that each school is the preferred choice within its local community.

All schools within the Trust welcome the opportunity to be an equal and valued partner within East Midlands Education Trust (EMET) and see their success as being measured in the achievement of their own targets and in the achievements of the Trust as a whole.

Partner schools undertake to contribute to the success of the Trust by

- Working together in a spirit of collaboration and cooperation to further the interests of all Trust members.
- Celebrating and building on the traditions of all partner schools within the Trust.
- Developing our specialisms and strengths across the partnership whilst supporting one another in our respective areas for development.
- Taking a partnership approach to the recruitment and selection of staff.
- Ensuring that our facilities are used to their fullest extent by the partnership and its community.
- Coordinating our calendar to ensure that it enhances the opportunities for staff and students to work on partnership initiatives.
- Contributing to partnership wide CPD opportunities for all staff.
- Adapting our timetable and options system to promote wider choice and participation for staff and students within the partnership.
- Deploying our best teachers, managers and leaders within the partnership, to promote the best teaching and learning across the partnership.
- Making a unique contribution to the development of knowledge, skills and understanding in education.
- Providing the Trustees with accurate and useful information about the progress of the partner schools.

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Trustees' report (continued)
For the year ended 31 August 2025

Objectives and activities (continued)

b. Objectives, strategies and activities

The Trust's Development Plan describes our objectives and aims. Having consistently achieved good academic results for a number of years our plans are to ensure that all schools in the Trust are recognised by Ofsted to be judged as, at the very least, "at expected" standard. Leaders and managers at all levels are encouraged to innovate in response to a continually changing educational climate and an absolute priority remains to ensure that all children feel safe in an environment where the discipline is firm but fair yet where student voice is heard.

Best practice in teaching and learning is widely shared in order to ensure that all children thrive and succeed and make better than expected practice.

c. Public benefit

The objective of the Trust during the year was to advance for public benefit education in our schools and the surrounding area, in particular, but without prejudice to the generality of the foregoing by estimating, maintaining, carrying on, managing and developing schools and offering a broad curriculum.

In setting our objectives and planning our activities, the Trustees have carefully considered the Charity Commission's general guidance on public benefit.

Strategic report

Achievements and performance

a. Review of activities and key performance indicators

The Trust now provides education for approximately 13,000 children across the East Midlands region.

Financial performance is monitored through a combination of educational and financial key performance indicators. The principal financial KPIs during the year included:

- Staffing costs as a percentage of total income
- In-year operating surplus/(deficit)
- Reserves as a % of GAG
- Capital expenditure versus budget

Performance against these indicators is reviewed monthly by the Finance and Estates committee and reported to the Board. During the year, the Trust maintained a positive operating position despite inflationary pressures.

Secondary Progress and Attainment

There was no Progress 8 score for Secondary schools during 24/25. School performance was therefore measured in terms of attainment. Eight of the trust's nine qualifying schools showed a strong performance and demonstrated continued improvement in attainment over time.

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Trustees' report (continued)
For the year ended 31 August 2025

Strategic report (continued)

Achievements and performance (continued)

School	Attainment 8	OFSTED
The West Bridgford School	62.7	Outstanding (2024)
South Wolds Academy and Sixth Form	53.2	Good (2025)
John Flamsteed Community School	52.9	Good (2025)
The Kimberley School	50.9	Good (2022)
Limehurst Academy	48.4	Good (2022)
Castle Donington College	47.5	Good (2024)
Highfields School	47	Good (2025)
The Ripley Academy	44.3	Good (2025)
The Joseph Whitaker School	43.2	Good (2024)

Five of our secondary schools were inspected during this reporting year, all securing Ofsted Good grades. The South Wolds Academy received an outstanding judgement for their 6th form provision. Our Alternative Provision school continues to provide excellent support to local schools for children who require a more individually tailored experience and the majority of the children in their care achieve well and go onto further education and training.

Primary Progress and Attainment

Our primary school performance was also strong, demonstrating continuous improvement for the phase. Lake View Primary School was the latest school to join the Trust in May 2025 and therefore not yet inspected by Ofsted.

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Trustees' report (continued)
For the year ended 31 August 2025

Strategic report (continued)

Achievements and performance (continued)

2025 Key Stage 2 Data	Reading		Grammar, Punctuation and Spelling		Writing		Maths		Combined Reading, Writing and Maths		Science	OFSTED
	EXS+	GD	EXS+	GD	EXS+	GD	EXS+	GD	EXS+	GD	EXS+	
Awsorth Primary & Nursery School	70%	27%	62%	11%	73%	14%	62%	24%	60%	8%	92%	Good (2022)
Blidworth Oaks Primary School	74%	15%	69%	15%	67%	0%	69%	10%	64%	0%	69%	Good (2025)
Chellaston Junior School	70%	30%	66%	22%	69%	8%	73%	21%	56%	6%	79%	Good (2023)
Gilthill Primary School	83%	50%	77%	37%	73%	3%	83%	30%	67%	3%	87%	Good (2022)
Homefields Primary School	89%	42%	78%	44%	82%	16%	87%	37%	76%	13%	93%	Good (2023)
Hollywell Primary School	83%	37%	90%	50%	87%	17%	87%	33%	80%	10%	87%	Good (2023)
Heathlands Primary School	76%	40%	80%	40%	76%	8%	76%	40%	72%	8%	80%	Good (2018)
Kimberley Primary School	68%	19%	71%	10%	74%	0%	74%	10%	68%	0%	81%	Good (2022)
Lake View Primary School	76%	28%	83%	24%	79%	7%	79%	21%	69%	7%	90%	
Mornington Primary School	79%	33%	84%	47%	70%	5%	81%	26%	72%	2%	95%	Good (2022)
Street Lane Primary School	85%	15%	77%	31%	92%	8%	77%	23%	77%	8%	100%	Good (2022)
EMET	77.6%	30.5%	76.1%	30.1%	76.5%	7.8%	77.1%	25.0%	69.2%	5.9%	86.6%	
National 2024	75.0%	33.0%	73.0%	30.0%	72.0%	13.0%	74.0%	26.0%	62.0%	8.0%	82.0%	

Two primary schools were inspected during 24/25, both receiving a good judgement.

b. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

EAST MIDLANDS EDUCATION TRUST
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Trustees' report (continued)
For the year ended 31 August 2025

Strategic report (continued)

Achievements and performance (continued)

c. Promoting the Success of the Company

The Trustees have in place formal approved Terms of Reference, which create the framework for the Trustees to achieve its purpose of leading and directing the affairs of the Trust in order to promote the long-term sustainable success of the Trust and ensuring sound governance, with consideration for the interests of employees, suppliers and other stakeholders. This is achieved through regular stakeholder engagement, strategic financial planning, investment in staff development and maintaining strong governance and risk management arrangements. Further detail on stakeholder engagement and governance is set out elsewhere in this report.

In leading and directing the Trust, the Trustees consider the following:

- Likely consequences of any decision in the long term
- The interests of all employees
- The need to foster business relationships with suppliers, customers and others
- The impact of operations on the community and the environment
- The desirability of maintaining a reputation for high standards of conduct
- The need to act fairly

Financial review

a. Annual review

The year saw continued financial stability across the Trust despite ongoing cost pressures arising from pay awards, energy costs and general inflation. Falling pupil numbers across primary schools also continue to be a challenge. The year-end cash position reflects careful in-year cost control and prudent budget monitoring by both school leaders and the Board of Trustees.

Most of the Trust's income is obtained from the DfE/ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE/ESFA during the year ended the 31st August 2025 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

Total income for the year amounted to £110,710k whilst total expenditure amounted to £105,348k giving a net income surplus for the year of £5,362k. The increase in expenditure in 2025 is primarily due to increased staffing costs, due to both annual pay awards and increased pension contributions.

The Trust also received grants for fixed assets from the DfE/ESFA and via the Local Authority. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year capital expenditure of £9,263k was utilised for investment in the Trusts' fixed assets, primarily focussing on estate improvements such as plant room upgrades, roof repairs, kitchen refurbishments, replacement of boilers and site expansion. These investments support the long-term sustainability of the Trust's assets and provide safe, compliant, learning environments for pupils and staff.

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Trustees' report (continued)
For the year ended 31 August 2025

b. Reserves policy

The Board of Trustees review the level of reserves held annually. The level of reserves held takes into account the nature of income and expenditure streams, the need to match them with commitments, including future capital projects and the nature of reserves.

The Trustees policy is for individual academies to maintain a minimum reserves balance equal to 5% of their total annual General Annual Grant (GAG) funding. The minimum level of reserves is limited by the need to maintain a positive net assets position for the Trust. Academies holding a reserves level in excess of 10% of GAG are required to provide a plan of how they intend to use excess reserves to further the vision and objectives of the Trust. If an academy does not hold reserves equal to 5% of GAG, the local governing body is expected to produce a plan to build reserves over a period of 3 years.

The fund balances held by the Trust as at 31 August 2025 comprise a surplus of £4,944k of restricted general funds (excluding pension reserve), a surplus of £7,638k of unrestricted general funds, a pension reserve deficit of £Nil and restricted fixed asset reserves of £193,079k. The reserves will be used to fund current commitments, and future building projects as well as expenditure required to set up new courses and implement the Aims and Objectives of the Trust as outlined in the Development Plan.

c. Investment policy

In line with the Investment policy the Chief Financial Officer has transferred a proportion of funds to deposit accounts in order to earn a higher interest rate on the funds available. In addition, an instant access savings account is being utilised to secure a return on the funds available with the lowest risk possible.

d. Principal risks and uncertainties

The Trustees have assessed the major risks to which the Trust is exposed and a Risk Management Statement and Statement of Control is in place. The Trustees have a range of policies in place to assess risks that the schools face, especially in operational areas (e.g. in relation to teaching, health and safety, bullying, school trips, safeguarding and the control of finance). Our audit committee examine all of the trusts risks in detail and they receive comprehensive reports on all aspects of the trusts operations and our assessment of risk.

There are a number of factors which may affect the principal risks and uncertainties that the Trust faces and how the Trust intends to resolve them. These include:

A change in government policy

With a change in Government policy, the funding of the Trust may change and may result in a reduction in funding. This is mitigated by building unrestricted reserves which may be used in times where funding has been restricted.

Pensions

The Trusts' non-teaching staff are entitled to membership of the Local Government Pension Scheme. The Trust's share of the scheme's assets is currently assessed to be less than its liabilities in the scheme and consequently the Trust balance sheet shows a net liability of £Nil. It should be noted that this does not present the Trust with any current liquidity problem.

Health and safety and compliance failures

The Trust employs a third party health and safety management company to audit the Trust estate, the findings are reported to the audit committee for scrutiny. Allocation of the Trust's capital funds across the estate is driven by the health and safety reporting to ensure risks are mitigated.

Falling rolls

The trust presently faces a reducing demographic of primary school children in some of our schools and this will impact on school income over time. This is a key factor which does affect the trusts funding. There is little we can do to mitigate against this other than to make timely reductions in staffing.

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Trustees' report (continued)
For the year ended 31 August 2025

Adverse Ofsted inspection

Should any of our schools receive an adverse Ofsted inspection there is always the risk of DfE involvement. Both scenarios remain unlikely though given we have a robust school improvement programme in place.

Financial risk

The Trust is exposed to financial risks such as credit risk, cash flow risk and liquidity risk however these are all mitigated to a low level due to the following actions. Forward financial planning ensures reserves levels are maintained at 5% of the annual GAG allocations, surplus cash balances are invested with banks with high credit ratings and in line with the Trust's investment policy.

Fundraising

The Trust has no commercial fund raising arrangements in place with any internal or external partners. Academies within the Trust do secure a relatively small amount of funding as voluntary contributions. The Trust does however generate income through the hire of its facilities. All fundraising during the year was monitored by the Trustees.

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Trustees' report (continued)
For the year ended 31 August 2025

Streamlined energy and carbon reporting

The Trust's greenhouse gas emissions and energy consumption are as follows:

	2025	<i>2024</i>
Energy consumption used to calculate emissions (kWh)	18,295,463	<i>17,671,931</i>
Scope 1 emissions (in tonnes of CO2 equivalent):		
Gas consumption	2,689.88	<i>2,760.54</i>
Owned transport	6.28	<i>8.88</i>
Total scope 1	2,696.16	<i>2,769.42</i>
Scope 2 emissions (in tonnes of CO2 equivalent):		
Purchased electricity	743.03	<i>483.64</i>
Scope 3 emissions (in tonnes of CO2 equivalent):		
Business travel in employee-owned or rental vehicles	8.04	<i>10.02</i>
Total gross emissions (in tonnes of CO2 equivalent):	3,447.23	<i>3,263.08</i>
Intensity ratio:		
Tonnes of CO2 equivalent per pupil	0.26	<i>0.25</i>

The Trust has followed and used the following quantification and reporting methodologies:

- the 2024 Streamlined Energy and Carbon Reporting (SECR) for academy trusts Guidelines;
- the GHG Reporting Protocol - Corporate Standard;
- the 2024 UK Government's Conversion Factors for Company Reporting; and

The chosen intensity ratio is total gross emissions in tonnes of CO2 equivalent per pupil, the recommended ratio for the sector.

Three key measures taken to improve energy efficiency:

1. LED upgrades at John Flamsteed Community School
2. Boiler replacement at Highfields School
3. D Block cladding and first floor window replacements at The Ripley Academy

Plans for future periods

The Trust has grown rather cautiously in order to ensure we can maintain the very highest of standards in all of our schools.

During the 2025/26 year we will be welcoming one more Primary school into the East Midlands Education Trust and we continue to engage with a number of other prospective partners. We are presently in the pre-opening stage of a maths school for the East Midlands in partnership with the University of Nottingham. For 25/26, the Trust has been appointed as a supporting organisation for Regional Improvement for Standards and Excellence (RISE) in the East Midlands. The RISE program provides targeted intervention for schools identified by Ofsted as needing to improve, the supporting organisations work with those schools to support improvement. The Trust has also been selected to participate in a new OfSTED training pilot. Both of these initiatives have strengthened our contribution to the wider system and with our regional education partners.

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Trustees' report (continued)
For the year ended 31 August 2025

Disclosure of information to auditors

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 15/12/2025 and signed on its behalf by:

Signed by:

Ann Witheford

58D0D2471AB14C7.....

Mrs A Witheford
Chair of Trustees

EAST MIDLANDS EDUCATION TRUST
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Governance Statement

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that East Midlands Education Trust has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

As Trustees, we have reviewed and taken account of the guidance in DfE's Governance Guide.

The Trustees have delegated the day-to-day responsibility to the Chief Executive, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between East Midlands Education Trust and the Secretary of State for Education. They are also responsible for reporting to the Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' report and in the Statement of trustees' responsibilities. The Board of Trustees has formally met 6 times during the year.

During the year there was a significant change in leadership with the appointment of a new Chief Executive/Accounting Officer on 1st March 2025. A structured handover process was implemented to ensure appropriate transfer of responsibilities, strategic continuity and maintenance of robust financial oversight. The board is satisfied that the transition was appropriately managed.

Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
A Hoggard (appointed 6 December 2024)	5	5
E Watson	5	5
J Collins	5	6
R McDonough (CEO and Accounting Officer, resigned 28 February 2025)	3	3
B Carr	6	6
P Winter	6	6
S Tinley	6	6
A Witheford (Chair)	6	6
M Robson	6	6

Trustees receive a range of data from the corporate team which provides detailed insights into the working of the trust and trust performance. But trustees also use a range of external data to triangulate the accuracy of corporate reports and they look for confirmation. This year external data has come from Ofsted reports, external audit and internal audit reports, FFT school performance data and DfE information about the trust.

The Trustees approve an annual scheme of delegation which sets out the areas of oversight and specific delegated authorities to sub-committees. The Trustees have fulfilled their responsibilities as required ensuring appropriate oversight and scrutiny of activities undertaken by the Trust during the year.

There were no specific matters dealt with by the committee during the year which are necessary to disclose.

Conflicts of interest

The trust manages potential conflicts of interests by ensuring that:

- There is systematic capturing of declarations of interest and the register of interests is updated at least annually
- Conflicted individuals/organisations are removed from the decision-making process
- Competitive procurement procedures are followed in line with the Trust procurement policy

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Governance Statement (continued)

Governance (continued)

- Decision making is based on a value for money assessment

Governance reviews

Trustees undertake an annual self-review using metrics derived from a number of available tools. This is used to help inform best practice and to review the skills of the trustees and the possible need for additional recruitment. Trustees conclude the board is a strong board offering extensive experience. Their skills mapping exercise shows there to be no gaps in the expertise and experience we need at present.

The next review we intend to undertake will be in the summer of 2026.

The Audit & Risk Committee is a sub-committee of the main Board of Trustees. Its main purpose is to advise the Board of Trustees on the adequacy and effectiveness of the Trust's systems of internal control and its arrangements for risk management, control and governance processes and for securing economy, efficiency and effectiveness (value for money).

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
P Winter (Chair)	3	3
S Tinley	3	3

The Finance & Estates Committee is also a sub-committee of the main Board of Trustees. On behalf of the Board of Trustees, the committee has oversight of the Trust finances, scrutinising budgets, reforecasts and the allocation of SCA capital funding spend.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
J Collins	2	3
B Carr (Chair)	3	3
A Hoggard	3	3

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Governance Statement (continued)

Review of value for money

As Accounting Officer, the Chief Executive has responsibility for ensuring that the Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes, as well as estates safety and management, achieved in return for the taxpayer resources received.

The Accounting Officer considers how the Trust's use of its resources has provided good value for money during each academic year, and reports to the Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the Trust has delivered improved value for money during the year by:

- The Procurement Manager has supported staff members when sourcing individual or group requirements. An example of this is a group procurement for a disaster recovery system which was awarded via a framework agreement.
- The second phase of fully centralising the printer contracts is underway, with one secondary school remaining. All schools will then be with two suppliers with similar contract end dates. This is step one (framework) before a full tender at the point of renewal.
- Secondary school MIS contract (change of system) has been procured centrally and added to the existing primary schools contract, this has resulted in larger discounts for all schools.
- School Condition Allocation (SCA) funds have been utilised by the Trust to address building condition and health and safety works across the estate. Examples of this include:
 - Roof repairs at The Kimberley School and The Joseph Whitaker School.
 - Plantroom replacement at the Joseph Whitaker School
 - Replacement of cladding at Larkfields Infant School and The West Bridgford School
 - Boiler replacements at Highfields School and The John Flamsteed School
 - Toilet refurbishments, kitchen refurbishments and resurfacing works at a number of sites

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in East Midlands Education Trust for the year 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Trust's significant risks that has been in place for the year 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

The Trust's system of internal control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- regular reviews by the Board of Trustees of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Governance Statement (continued)

The risk and control framework (continued)

- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks

The Board of Trustees has decided to employ UHY Hacker Young LLP as internal auditor.

This option has been chosen because UHY offer significant expertise to carry out internal scrutiny reviews of the Trust and assist the Accounting Officer to fulfil their duties to the DfE/ESFA.

The internal auditor's role includes giving advice on financial and other matters and performing a range of checks on the Trust's financial and other systems. In particular the checks carried out in the current period included:

- testing of payroll systems
- testing of purchase systems
- testing of control accounts/bank reconciliations
- testing of controls around other areas such as fixed assets, expense claims, credit card transactions, petty cash, income related party transactions and other compliance matters

On a semi-annual basis, the internal auditor reports to the board of Trustees through the Audit & Risk Committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities. On an annual basis the internal auditor prepares a summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

UHY Hacker Young LLP has been able to deliver their schedule of work as planned and no material control issues were identified.

In addition to financial controls, our internal scrutiny programme also incorporates non-financial areas linked in with our risk register. Where necessary specific experts are engaged to carry out these reviews.

Health and Safety compliance reviews are undertaken annually by an independent company A W Safety Ltd. There were no significant deficiencies identified from the review undertaken in the year to 31 August 2025. A review of properties has not identified any RAAC present in our buildings.

Review of effectiveness

As Accounting Officer, the Chief Executive has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal auditor;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.
- the work of the external auditors;
- correspondence from DfE e.g. FNtl/Ntl and 'minded to' letters.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Audit and Risk Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Conclusion

Based on the advice of the audit and risk committee and the accounting officer, the board of trustees is of the opinion that the Trust has an adequate and effective framework for governance, risk management and control.

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Governance Statement (continued)

Approved by order of the members of the Board of Trustees and signed on their behalf by:

Signed by:

.....
Mrs A Witheford
Chair of Trustees

Date: 15/12/2025

Signed by:

.....
Mrs L Walton
Accounting Officer

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)


Statement of Regularity, Propriety and Compliance

As accounting officer of East Midlands Education Trust, I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the trust's funding agreement with DfE, and the requirements of the Academy Trust Handbook, including responsibilities for estates safety and management. I have also considered my responsibility to notify the academy trust board of trustees and DfE of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management.

I confirm that I and the board of trustees are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the framework of authorities.

I confirm that no instances of material irregularity, impropriety or non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the board of trustees and DfE.

Signed by:


7124F085A9DB437...
Mrs L Walton
Accounting Officer

Date: 15/12/2025

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Statement of Trustees' responsibilities
For the year ended 31 August 2025

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with the Academies Accounts Direction published by the Department for Education, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from DfE/ESFA have been applied for the purposes intended.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by order of the members of the Board of Trustees and signed on its behalf by:

Signed by:

.....
Mrs A Witheford
Chair of Trustees

Date: 15/12/2025

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Independent auditors' Report on the financial statements to the Members of East Midlands Education Trust

Opinion

We have audited the financial statements of East Midlands Education Trust (the 'Trust') for the year ended 31 August 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

In our opinion the financial statements:

- give a true and fair view of the state of the Trust's affairs as at 31 August 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Independent auditors' Report on the financial statements to the Members of East Midlands Education Trust (continued)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report and the Strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report including the Strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities, the Trustees (who are also the directors of the Trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Independent auditors' Report on the financial statements to the Members of East Midlands Education Trust (continued)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the Trust and industry, key laws and regulations that we identified included the Companies Act, Charities SORP and guidance included within the Academy Trust Handbook and Academies Accounts Direction. We identified that the principal risk of fraud or non-compliance with laws and regulations related to:

- management bias in respect of accounting estimates and judgements made;
- management override of control;
- posting of unusual journals or transactions;
- non-compliance with the Academy Trust Handbook and Academies Accounts Direction.

We focussed on those areas that could give rise to a material misstatement in the Trust financial statements. Our procedures included, but were not limited to:

- enquiry of management and those charged with governance around actual and potential litigation and claims, including instances of non-compliance with laws and regulations and fraud;
- reviewing minutes of meetings of those charged with governance where available;
- reviewing legal expenditure in the year to identify instances of non-compliance with laws and regulations and fraud;
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias. In particular, a review of assumptions used in the valuation of defined benefit pension liabilities;
- a separate limited scope regularity review has been undertaken in respect of compliance with the Academy Trust Handbook and our report in respect of this is contained within these financial statements.

It is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Independent auditors' Report on the financial statements to the Members of East Midlands Education Trust (continued)

Use of our report

This report is made solely to the Trust's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Trust's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trust and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Sarah Flear (Senior statutory auditor)

for and on behalf of

PKF Smith Cooper Audit Limited

Statutory Auditors

2 Lace Market Square

Nottingham

NG1 1PB

Date: 16/12/2025

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Independent Reporting Accountant's Assurance Report on Regularity to East Midlands Education Trust and the Secretary of State for Education

In accordance with the terms of our engagement letter dated 6 August 2025 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by East Midlands Education Trust during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes intended by Parliament and that the financial transactions do not conform to the authorities which govern them.

This report is made solely to East Midlands Education Trust and the Secretary of State for Education in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to East Midlands Education Trust and the Secretary of State for Education those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than East Midlands Education Trust and the Secretary of State for Education, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of East Midlands Education Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of East Midlands Education Trust's funding agreement with the Secretary of State for Education dated 28 March 2011 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2024 to 31 August 2025 have not been applied for the purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by DfE, which requires a limited assurance engagement as set out in our engagement letter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the Trust's income and expenditure.

The work undertaken to draw our conclusion includes:

- Planned our assurance procedures including identifying key risks;
- Carried out a program of substantive testing, including review of the program of work and findings in relation to internal scrutiny;
- Undertook controls testing where considered appropriate;
- Concluded on the procedures undertaken.

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

**Independent Reporting Accountant's Assurance Report on Regularity to East Midlands Education Trust
and the Secretary of State for Education (continued)**

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2024 to 31 August 2025 has not been applied for the purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

PKF Smith Cooper Audit Limited
Reporting Accountant

2 Lace Market Square
Nottingham
NG1 1PB

Date: 16/12/2025

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 August 2025

	Note	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Income from:						
Donations and capital grants:	4					
Other donations and capital grants		169	-	9,744	9,913	10,178
Other trading activities	6	3,211	-	-	3,211	2,981
Investments	8	533	-	-	533	268
Charitable activities:						
Funding for the Trust's educational operations		1,127	95,145	-	96,272	90,185
Teaching school hub	7	-	781	-	781	925
Total income		5,040	95,926	9,744	110,710	104,537
Expenditure on:						
Raising funds	9	3,972	-	-	3,972	3,793
Charitable activities:						
Trust educational operations	9	-	93,298	7,262	100,560	93,306
Teaching school hub		-	816	-	816	943
Total expenditure		3,972	94,114	7,262	105,348	98,042
Net income		1,068	1,812	2,482	5,362	6,495
Transfers between funds	22	-	(910)	910	-	-
Net movement in funds before other recognised gains/(losses)		1,068	902	3,392	5,362	6,495
Other recognised gains/(losses):						
Actuarial gains on defined benefit pension schemes	30	-	11,839	-	11,839	249
Net derecognition of pension surplus	30	-	(11,291)	-	(11,291)	(225)
Net movement in funds		1,068	1,450	3,392	5,910	6,519

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account) (continued)
For the year ended 31 August 2025

	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Note					
Reconciliation of funds:					
Total funds brought forward	22	6,570	3,494	189,687	<i>199,751</i>
Net movement in funds	22	1,068	1,450	3,392	<i>5,910</i>
Total funds carried forward		<u>7,638</u>	<u>4,944</u>	<u>193,079</u>	<u><i>199,751</i></u>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 34 to 69 form part of these financial statements.

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)
Registered number: 07530373

Balance sheet
As at 31 August 2025

	Note	2025 £000	2024 £000
Fixed assets			
Tangible assets	16	192,137	186,260
Current assets			
Stocks	17	31	33
Debtors	18	5,178	4,592
Investments	19	3,140	-
Cash at bank and in hand		12,706	19,446
		<u>21,055</u>	<u>24,071</u>
Current liabilities			
Creditors: amounts falling due within one year	20	(7,501)	(9,402)
Net current assets		<u>13,554</u>	<u>14,669</u>
Total assets less current liabilities		<u>205,691</u>	<u>200,929</u>
Creditors: amounts falling due after more than one year	21	(30)	(85)
Net assets excluding pension asset / liability		<u>205,661</u>	<u>200,844</u>
Defined benefit pension scheme asset / liability	30	-	(1,093)
Total net assets		<u><u>205,661</u></u>	<u><u>199,751</u></u>

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)
Registered number: 07530373

Balance sheet (continued)
As at 31 August 2025

	Note		2025 £	2024 £
Funds of the Trust				
Restricted funds:				
Fixed asset funds	22	193,079	189,687	
Restricted income funds	22	4,944	4,587	
		198,023	194,274	
Restricted funds excluding pension asset	22	198,023	194,274	
Pension reserve	22	-	(1,093)	
		198,023	193,181	193,181
Total restricted funds	22		198,023	193,181
Unrestricted income funds	22		7,638	6,570
			205,661	199,751
Total funds			205,661	199,751

The financial statements on pages 29 to 69 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

Signed by:

58D0D2471AB14C7.....
Mrs A Witheford
 Chair of Trustees

Date: 15/12/2025

The notes on pages 34 to 69 form part of these financial statements.

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Statement of cash flows
For the year ended 31 August 2025

	Note	2025 £000	<i>2024</i> <i>£000</i>
Cash flows from operating activities			
Net cash provided by operating activities	24	3,213	2,631
Cash flows from investing activities			
	26	(6,743)	<i>(1,698)</i>
Cash flows from financing activities			
	25	(70)	<i>(94)</i>
Change in cash and cash equivalents in the year		(3,600)	839
Cash and cash equivalents at the beginning of the year		19,446	<i>18,607</i>
Cash and cash equivalents at the end of the year	27, 28	15,846	<i>19,446</i>

The notes on pages 34 to 69 form part of these financial statements

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2025

1. General information

East Midlands Education Trust is a charitable company limited by guarantee, incorporated in England, United Kingdom. The address of its principal place of business and registered number is given on page 1 of these financial statements. The nature of its operations are set out in the Trustees' Report.

2. Accounting policies

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgments and key sources of estimation uncertainty, is set out below.

2.1 Basis of preparation of financial statements

The financial statements of the Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2024 to 2025 issued by DfE, the Charities Act 2011 and the Companies Act 2006.

East Midlands Education Trust meets the definition of a public benefit entity under FRS 102.

The financial statements are presented in sterling which is the functional currency of the Trust. Monetary amounts are rounded to the nearest whole £1,000, except where otherwise indicated.

2.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

EAST MIDLANDS EDUCATION TRUST
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2025

2. Accounting policies (continued)

2.3 Income

All incoming resources are recognised when the Trust has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

• **Grants**

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the Statement of financial activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

Capital grants are recognised in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the Balance sheet in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

• **Donations**

Donations are recognised on a receivable basis (where there are no performance-related conditions) where the receipt is probable and the amount can be reliably measured.

• **Other income**

Other income, including the hire of facilities, is recognised in the year it is receivable and to the extent the Trust has provided the goods or services.

• **Transfer on conversion**

Where assets and liabilities are received by the Trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the Balance sheet at the point when the risks and rewards of ownership pass to the Trust. An equal amount of income is recognised as a transfer on conversion within 'Donations and Capital Grants' to the net assets received.

EAST MIDLANDS EDUCATION TRUST
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Notes to the financial statements
For the year ended 31 August 2025

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

- **Expenditure on raising funds**

This includes all expenditure incurred by the Trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

- **Charitable activities**

These are costs incurred on the Trust's educational operations, including support costs and costs relating to the governance of the Trust apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

2.5 Taxation

The Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Tangible fixed assets

Assets costing £2,500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and carried forward in the Balance Sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

EAST MIDLANDS EDUCATION TRUST
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Notes to the financial statements
For the year ended 31 August 2025

2. Accounting policies (continued)

2.6 Tangible fixed assets (continued)

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold land	- not depreciated
Freehold property	- between 10 and 50 years straight line
Long leasehold land	- over the useful economic life of 125 years straight line
Long leasehold property	- over the useful economic life of between 24 and 59 years straight line
Furniture and equipment	- 5 years straight line
Computer equipment	- 3 years straight line
Motor vehicles	- 4 years straight line

Assets under construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities.

2.7 Stocks

Unsold uniform, catering and stationery stocks are valued at the lower of costs or net realisable value.

2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2.9 Financial instruments

The Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Trust and their measurement bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 18. Prepayments are not financial instruments.

Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 20 and 21. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

EAST MIDLANDS EDUCATION TRUST
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Notes to the financial statements
For the year ended 31 August 2025

2. Accounting policies (continued)

2.10 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

2.11 Pensions

The Trust operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Trust to the fund in respect of the year.

Retirement benefits to employees of the Trust are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

2.12 Agency arrangements

The Trust acts as an agent in distributing 16-19 bursary funds from the ESFA. The Trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 34.

The Trust also acts as an agent in distributing training bursaries to trainee teachers from the NCTL. Funds received and paid are disclosed in note 34.

EAST MIDLANDS EDUCATION TRUST
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Notes to the financial statements
For the year ended 31 August 2025

2. Accounting policies (continued)

2.13 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Trust at the discretion of the Trustees.

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the funders where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Department for Education Group.

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 28, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgment

As a result of the current market conditions factored into the assumptions applied by the LGPS scheme actuary, the actuarial valuation at the year-end has resulted in a surplus position as at 31 August 2025. The recognition of a surplus should only be made to the extent that an employer can expect to secure future economic benefit from it, either by paying a reduced rate of contributions or taking a refund. Management have assessed both considerations and concluded the following:

- Based on historic practices and estimations for future contribution rates, management do not consider there to be a reasonable expectation that there will be a position where the current cost of accrual will exceed the minimum funding requirement (primary contributions).

EAST MIDLANDS EDUCATION TRUST
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Notes to the financial statements
For the year ended 31 August 2025

3. Critical accounting estimates and areas of judgment (continued)

- The availability of any potential cash refund once all liabilities have been paid is based on several unpredictable future outcomes set out in the scheme rules that cannot be reasonably assumed at this stage. As a result, management consider there to be a very low possibility of a cash refund.

As a result of the above and taking account of the pension scheme actuary's asset ceiling calculations, the closing surplus balance has been restricted to a value of "nil" with the derecognition adjustment shown as "other recognised gains/losses" in the Statement of Financial Activities.

4. Income from donations and capital grants

	Unrestricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000	<i>Total funds 2024 £000</i>
Donations	11	-	11	8
Capital Grants	-	5,867	5,867	10,170
Transfer from local authority on conversion	158	3,877	4,035	-
Total 2025	<u>169</u>	<u>9,744</u>	<u>9,913</u>	<u>10,178</u>
<i>Total 2024</i>	<u>8</u>	<u>10,170</u>	<u>10,178</u>	

EAST MIDLANDS EDUCATION TRUST
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Notes to the financial statements
For the year ended 31 August 2025

5. Funding for the Academy Trust's education operations

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Total funds 2025 £000	<i>Total funds 2024 £000</i>
DfE grants				
General annual grant	-	70,526	70,526	66,460
Other DfE grants				
Pupil premium	-	3,116	3,116	2,991
16-19 core education funding	-	7,005	7,005	6,730
Mainstream schools additional grant	-	-	-	2,274
Teacher's pay and pension grants	-	3,117	3,117	2,333
Core school budget grant	-	2,582	2,582	-
Other DfE Group grants	-	1,168	1,168	1,716
	-	87,514	87,514	82,504
Other Government grants				
Special educational projects	-	2,732	2,732	2,405
Local authority grants	-	1,433	1,433	910
	-	4,165	4,165	3,315
Other income from the Trust's education operations	1,127	3,466	4,593	4,366
	1,127	95,145	96,272	90,185
Total 2025	1,127	95,145	96,272	90,185
<i>Total 2024</i>	1,114	89,071	90,185	

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Notes to the financial statements
For the year ended 31 August 2025

6. Income from other trading activities

	Unrestricted funds 2025 £000	Total funds 2025 £000	<i>Total funds 2024 £000</i>
Hire of facilities	819	819	789
Catering income	2,392	2,392	2,192
Total 2025	<u>3,211</u>	<u>3,211</u>	<u>2,981</u>
<i>Total 2024</i>	<u>2,981</u>	<u>2,981</u>	

7. Teaching school hub income

	2025 £000	<i>2024 £000</i>
Teaching school hub	781	925

Teaching school hub income was recognised within restricted funds in both 2025 and 2024.

8. Investment income

	Unrestricted funds 2025 £000	Total funds 2025 £000	<i>Total funds 2024 £000</i>
Short term deposits	533	533	268

Investment income was recognised within unrestricted funds in both 2025 and 2024.

EAST MIDLANDS EDUCATION TRUST
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Notes to the financial statements
For the year ended 31 August 2025

9. Expenditure

	Staff Costs	Premises	Other	Total	<i>Total</i>
	2025	2025	2025	2025	<i>2024</i>
	£000	£000	£000	£000	<i>£000</i>
Expenditure on raising funds:					
- Direct costs	1,742	-	2,230	3,972	3,793
Trust's educational operations					
- Direct costs	67,250	-	7,117	74,367	69,279
- Allocated support costs	11,903	10,458	3,832	26,193	24,027
Teaching school					
- Direct costs	306	-	477	783	923
- Allocated support costs	33	-	-	33	20
Total 2025	<u>81,234</u>	<u>10,458</u>	<u>13,656</u>	<u>105,348</u>	<u>98,042</u>
<i>Total 2024</i>	<u>74,852</u>	<u>10,207</u>	<u>12,983</u>	<u>98,042</u>	

10. Analysis of expenditure by activities

	Activities	Support	Total	<i>Total</i>
	undertaken	costs	funds	<i>funds</i>
	directly	2025	2025	<i>2024</i>
	2025	£000	£000	<i>£000</i>
	£000	£000	£000	<i>£000</i>
Trust's educational operations	74,367	26,193	100,560	93,306
Teaching school	783	33	816	943
	<u>75,150</u>	<u>26,226</u>	<u>101,376</u>	<u>94,249</u>

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Notes to the financial statements
For the year ended 31 August 2025

10. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Trust's educational operations 2025 £000	Teaching school 2025 £000	Total funds 2025 £000	<i>Total funds 2024 £000</i>
Staff costs	67,250	306	67,556	62,952
Depreciation	734	-	734	582
Other direct costs	4,036	477	4,513	4,399
Books, apparatus and stationary	1,271	-	1,271	1,276
Examination fees	1,076	-	1,076	993
	<u>74,367</u>	<u>783</u>	<u>75,150</u>	<u>70,202</u>
<i>Total 2024</i>	<u>69,279</u>	<u>923</u>	<u>70,202</u>	

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Notes to the financial statements
For the year ended 31 August 2025

10. Analysis of expenditure by activities (continued)

Analysis of support costs

	Trust's educational operations 2025 £000	Teaching school 2025 £000	Total funds 2025 £000	<i>Total funds 2024 £000</i>
Staff costs	11,903	33	11,936	10,196
Depreciation	6,447	-	6,447	6,180
Impairment	81	-	81	86
Maintenance of premises and equipment	1,817	-	1,817	1,424
Cleaning	689	-	689	592
Rent and rates	661	-	661	566
Heat and light	1,531	-	1,531	2,011
Insurance	382	-	382	321
Transport	24	-	24	24
Technology costs	1,055	-	1,055	940
Other support costs	1,516	-	1,516	1,658
Governance costs	87	-	87	49
	<u>26,193</u>	<u>33</u>	<u>26,226</u>	<u>24,047</u>
<i>Total 2024</i>	<u>24,027</u>	<u>20</u>	<u>24,047</u>	

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Notes to the financial statements
For the year ended 31 August 2025

11. Net income

Net income for the year includes:

	2025	<i>2024</i>
	£000	<i>£000</i>
Depreciation of tangible fixed assets	7,181	6,763
Impairment of fixed assets	81	86
Fees paid to auditors for:		
- audit	42	39
- other services	15	13
	<u>7,229</u>	<u>6,901</u>

During the year there were no individual transactions exceeding £5,000 falling under the following headings:

- Gifts made by the trust
- Fixed asset losses
- Stock losses
- Unrecoverable debts
- Cash losses
- Compensation payments

12. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2025	<i>2024</i>
	£000	<i>£000</i>
Wages and salaries	58,437	54,653
Social security costs	6,784	5,754
Pension costs	14,454	12,500
Other employee benefits	-	-
	<u>79,675</u>	<u>72,907</u>
Agency staff costs	1,550	1,918
Staff restructuring costs	9	27
	<u>81,234</u>	<u>74,852</u>

Staff restructuring costs comprise:

Redundancy payments	<u>9</u>	<u>27</u>
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EAST MIDLANDS EDUCATION TRUST
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Notes to the financial statements
For the year ended 31 August 2025

12. Staff (continued)

b. Staff numbers

The average number of persons employed by the Trust during the year was as follows:

	2025	2024
	No.	No.
Teachers	736	740
Admin and Support	953	1,086
Management	112	101
	<u>1,801</u>	<u>1,927</u>

c. Higher paid staff

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025	2024
	No.	No.
In the band £60,001 - £70,000	61	48
In the band £70,001 - £80,000	31	16
In the band £80,001 - £90,000	12	10
In the band £90,001 - £100,000	5	-
In the band £100,001 - £110,000	1	4
In the band £110,001 - £120,000	3	3
In the band £120,001 - £130,000	2	2
In the band £130,001 - £140,000	2	-
In the band £140,001 - £150,000	-	1
In the band £150,001 - £160,000	1	-
In the band £230,001 - £240,000	-	1
In the band £240,001 - £250,000	1	-
	<u>1</u>	<u>-</u>

d. Key management personnel

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £1,018,000 (2024 - £930,000).

EAST MIDLANDS EDUCATION TRUST
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Notes to the financial statements
For the year ended 31 August 2025

13. Central services

The Trust has provided the following central services to its academies during the year:

- Chief Executive
- Financial services
- Human resources
- Educational support services
- Other services as arising

The Trust charges for these services on the following basis:

A contribution of 4% of the academy's GAG funding

The actual amounts charged during the year were as follows:

	2025	<i>2024</i>
	£000	<i>£000</i>
The West Bridgford School	452	422
The Ripley Academy	249	222
South Wolds Academy and Sixth Form	281	253
The Kimberley School	364	346
John Flamsteed Community School	224	214
The Joseph Whitaker School	368	353
Awsworth Primary & Nursery School	53	54
CP Riverside School	63	57
Gilthill Primary School	45	41
Kimberley Primary School	41	39
Mornington Primary School	59	57
Street Lane Primary School	22	21
Larkfields Infant School	37	34
Hollywell Primary School	45	42
Chellaston Infant & Junior Schools	153	151
Homefields Primary School	61	59
Limehurst Academy	191	176
Blidworth Oaks Primary School	67	65
Castle Donington College	178	162
Highfields School	355	328
Heathlands Primary School	35	33
Oak Grange Primary School	23	16
Lake View Primary School	15	-
Total	3,381	<i>3,145</i>

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Notes to the financial statements
For the year ended 31 August 2025

14. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		2025	<i>2024</i>
		£	£
Mr R McDonough	Remuneration	245,000 - 250,000	<i>230,000 - 235,000</i>

The Trust do not make any payments contributing to pension, the individual makes their own arrangements.

During the year ended 31 August 2025, travel and subsistence expenses totalling £102 were reimbursed or paid directly to Trustee's (2024: £581).

15. Trustees' and Officers' insurance

In accordance with normal commercial practice, the Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme.

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Notes to the financial statements
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16. Tangible fixed assets

	Freehold property £000	Long-term leasehold property £000	Furniture and equipment £000	Computer equipment £000	Motor vehicles £000	Assets under course of construction £000	Total £000
Cost or valuation							
At 1 September 2024	116,920	96,292	4,866	4,446	51	4,573	227,148
Additions	881	404	830	810	69	6,269	9,263
Acquired on conversion	-	3,877	-	-	-	-	3,877
Disposals	(93)	-	(14)	(2)	-	(28)	(137)
Transfers between classes	4,075	4,494	109	-	-	(8,678)	-
At 31 August 2025	<u>121,783</u>	<u>105,067</u>	<u>5,791</u>	<u>5,254</u>	<u>120</u>	<u>2,136</u>	<u>240,151</u>
Depreciation							
At 1 September 2024	28,169	6,015	3,282	3,373	49	-	40,888
Charge for the year	3,783	2,041	595	734	28	-	7,181
On disposals	(121)	-	(13)	(2)	-	-	(136)
Impairment charge	81	-	-	-	-	-	81
At 31 August 2025	<u>31,912</u>	<u>8,056</u>	<u>3,864</u>	<u>4,105</u>	<u>77</u>	<u>-</u>	<u>48,014</u>
Net book value							
At 31 August 2025	<u>89,871</u>	<u>97,011</u>	<u>1,927</u>	<u>1,149</u>	<u>43</u>	<u>2,136</u>	<u>192,137</u>
At 31 August 2024	<u>88,751</u>	<u>90,277</u>	<u>1,584</u>	<u>1,073</u>	<u>2</u>	<u>4,573</u>	<u>186,260</u>

Included within freehold property is freehold land with a value of £20,248,000 (2024: £20,248,000), which is not depreciated.

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Notes to the financial statements
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17. Stocks

	2025	<i>2024</i>
	£000	<i>£000</i>
Catering, uniform and stationary	31	<i>33</i>
	<u>31</u>	<u><i>33</i></u>

18. Debtors

	2025	<i>2024</i>
	£000	<i>£000</i>
Trade debtors	66	<i>856</i>
Other debtors	41	<i>36</i>
Prepayments and accrued income	4,046	<i>2,306</i>
VAT recoverable	1,025	<i>1,394</i>
	<u>5,178</u>	<u><i>4,592</i></u>
	<u>5,178</u>	<u><i>4,592</i></u>

19. Current asset investments

	2025	<i>2024</i>
	£000	<i>£000</i>
Short term cash deposits	3,140	<i>-</i>
	<u>3,140</u>	<u><i>-</i></u>
	<u>3,140</u>	<u><i>-</i></u>

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Notes to the financial statements
For the year ended 31 August 2025

20. Creditors: Amounts falling due within one year

	2025	<i>2024</i>
	£000	<i>£000</i>
Other loans	59	<i>74</i>
Trade creditors	862	<i>2,438</i>
Other taxation and social security	1,490	<i>1,234</i>
Other creditors	1,669	<i>1,559</i>
Accruals and deferred income	3,421	<i>4,097</i>
	7,501	<i>9,402</i>

The loans are Salix loans which are repayable in half-yearly instalments over a period of 6-8 years. These loans do not bear any interest and are not secured against any asset.

	2025	<i>2024</i>
	£000	<i>£000</i>
Deferred income		
Deferred income at 1 September 2024	1,780	<i>1,500</i>
Resources deferred during the year	1,389	<i>1,780</i>
Amounts released from previous periods	(1,780)	<i>(1,500)</i>
	1,389	<i>1,780</i>

Included within deferred income is grant funds (£823,000) and other income (£25,000) received in advance of entitlement, trip income received for trips (£487,000) not taking place until after the year end and catering income (£54,000) for school meals not yet provided.

21. Creditors: Amounts falling due after more than one year

	2025	<i>2024</i>
	£000	<i>£000</i>
Loans	30	<i>85</i>

The loans are Salix loans which are repayable in half-yearly instalments over a period of 6-8 years. These loans do not bear any interest and are not secured against any asset.

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Notes to the financial statements
For the year ended 31 August 2025

22. Statement of funds

	Balance at 1 September 2024 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2025 £000
Unrestricted funds						
General Funds	6,570	4,882	(3,972)	-	-	7,480
Transfer on conversion from local authority	-	158	-	-	-	158
	<u>6,570</u>	<u>5,040</u>	<u>(3,972)</u>	<u>-</u>	<u>-</u>	<u>7,638</u>
Restricted general funds						
General Annual Grant (GAG)	3,055	70,526	(68,891)	(910)	-	3,780
Pupil premium	-	3,116	(3,116)	-	-	-
Other DfE Group	454	1,168	(1,622)	-	-	-
Teacher's pay and pension grants	-	3,117	(3,117)	-	-	-
16-19 Core Education Funding	-	7,005	(7,005)	-	-	-
Core School Budget Grant	-	2,582	(2,582)	-	-	-
School trip income	881	2,432	(2,310)	-	-	1,003
Teaching school	197	781	(817)	-	-	161
Special educational needs	-	2,732	(2,732)	-	-	-
Local authority grant	-	1,433	(1,433)	-	-	-
Other restricted funds	-	1,034	(1,034)	-	-	-
Pension reserve	(1,093)	-	545	-	548	-
	<u>3,494</u>	<u>95,926</u>	<u>(94,114)</u>	<u>(910)</u>	<u>548</u>	<u>4,944</u>
Restricted fixed asset funds						
Capital grants	34,092	5,867	(3,525)	(484)	-	35,950

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Notes to the financial statements
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22. Statement of funds (continued)

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
Assets transferred from predecessor school	72,626	-	(1,968)	-	-	70,658
Capital expenditure from GAG	7,813	-	(97)	1,394	-	9,110
Assets transferred on acquisition	65,397	3,877	(1,481)	-	-	67,793
Donated asset	9,759	-	(191)	-	-	9,568
	<u>189,687</u>	<u>9,744</u>	<u>(7,262)</u>	<u>910</u>	<u>-</u>	<u>193,079</u>
Total Restricted funds	<u>193,181</u>	<u>105,670</u>	<u>(101,376)</u>	<u>-</u>	<u>548</u>	<u>198,023</u>
Total funds	<u><u>199,751</u></u>	<u><u>110,710</u></u>	<u><u>(105,348)</u></u>	<u><u>-</u></u>	<u><u>548</u></u>	<u><u>205,661</u></u>

The specific purposes for which the funds are to be applied are as follows:

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objectives of the Trust at the discretion of the Trustees.

Restricted fixed asset funds are resources which are to be applied to a specific capital purpose imposed by the Department for Education where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise of all other restricted funds received and include grants from the Department for Education and will only be used for the purpose that the grants were intended. The main grant received within these funds is the GAG.

Pension reserve represents the movements on the Local Government Pension Scheme liability.

Other grants reserve represents funds which are restricted by the donor.

The transfer into restricted fixed assets represents the Trust's contribution to capital expenditure.

The transfer into restricted general funds from restricted fixed asset funds is in relation to peripheral costs in relation to a larger capital project. These costs are allowable under the terms of the overall capital grant funding.

Under the funding agreement with the Secretary of State, the Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2025.

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Notes to the financial statements
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22. Statement of funds (continued)

Comparative information in respect of the preceding year is as follows:

	<i>Balance at 1 September 2023 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2024 £000</i>
Unrestricted funds						
General Funds	5,992	4,371	(3,793)	-	-	6,570
Restricted general funds						
General Annual Grant (GAG)	2,937	68,793	(67,696)	(979)	-	3,055
Pupil premium	-	2,991	(2,991)	-	-	-
Other DfE Group	-	454	-	-	-	454
Teacher's pay and pension grants	-	1,262	(1,262)	-	-	-
16-19 Core Education Funding	-	6,730	(6,730)	-	-	-
Mainstream Schools Additional Grant	-	2,274	(2,274)	-	-	-
Core School Budget Grant	-	3,315	(3,315)	-	-	-
Other restricted funds	693	4,177	(3,792)	-	-	1,078
Pension reserve	(1,776)	-	659	-	24	(1,093)
	<u>1,854</u>	<u>89,996</u>	<u>(87,401)</u>	<u>(979)</u>	<u>24</u>	<u>3,494</u>
Restricted fixed asset funds						
Capital grants	26,893	10,170	(2,971)	-	-	34,092
Assets transferred from predecessor school	74,600	-	(1,974)	-	-	72,626
Capital expenditure from GAG	6,834	-	-	979	-	7,813
Assets transferred on acquisition	67,109	-	(1,712)	-	-	65,397

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Notes to the financial statements
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22. Statement of funds (continued)

	<i>Balance at 1 September 2023 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2024 £000</i>
Donated asset	9,950	-	(191)	-	-	9,759
	<u>185,386</u>	<u>10,170</u>	<u>(6,848)</u>	<u>979</u>	<u>-</u>	<u>189,687</u>
Total Restricted funds	<u>187,240</u>	<u>100,166</u>	<u>(94,249)</u>	<u>-</u>	<u>24</u>	<u>193,181</u>
Total funds	<u><u>193,232</u></u>	<u><u>104,537</u></u>	<u><u>(98,042)</u></u>	<u><u>-</u></u>	<u><u>24</u></u>	<u><u>199,751</u></u>

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Notes to the financial statements
For the year ended 31 August 2025

22. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2025 were allocated as follows:

	2025	<i>2024</i>
	£000	<i>£000</i>
East Midlands Education Trust (Central)	1,315	999
The West Bridgford School	1,060	1,077
The Ripley Academy	1,115	1,039
South Wolds Academy and Sixth Form	469	384
The Kimberley School	1,303	1,354
John Flamsteed Community School	1,258	1,149
The Joseph Whitaker School	1,602	1,766
Awsorth Primary School	260	295
CP Riverside School	458	535
Gilthil Primary School	182	164
Kimberley Primary School	99	89
Mornington Primary School	382	294
Street Lane Primary School	21	7
Larkfields Infant School	71	86
Hollywell Primary School	263	263
Chellaston Infant & Junior Schools	699	575
Homefields Primary School	211	100
Limehurst Academy	205	207
Blidworth Oaks Primary School	170	108
Castle Donington College	94	(39)
Highfields School	1,186	693
Heathlands Primary School	(30)	(47)
Oak Grange Primary School	64	59
Lake View Primary School	125	-
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	12,582	11,157
Restricted fixed asset fund	193,079	189,687
Pension reserve	-	(1,093)
	<hr/>	<hr/>
Total	205,661	199,751
	<hr/> <hr/>	<hr/> <hr/>

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Notes to the financial statements
For the year ended 31 August 2025

22. Statement of funds (continued)

From 1 September 2023, the Trust have GAG pooled two schools – Chellaston Infant School and Chellaston Junior School. They have therefore been presented in 1 consolidated row above. The prior year comparatives have been shown in the same way for comparability.

The following academy is carrying a net deficit on its portion of the funds as follows:

	Deficit £000
Heathlands Primary School	30

Heathlands Primary School joined the Trust in a deficit position with a budget that had not been balanced previously against the staffing required.

The Trust is taking the following action to return the academy to surplus:

During the financial year ended 31 August 2025, the deficit has reduced by £15k due to the work of the Head Teacher, Governors and the Trust on a collective recovery plan. Over the next 12 months the school is forecast to return to a surplus position

Total cost analysis by academy

Expenditure incurred by each academy during the year was as follows:

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2025 £000	<i>Total 2024 £000</i>
East Midlands Education Trust (Central)	1,485	1,431	514	404	3,834	3,767
The West Bridgford School	8,769	1,458	550	1,512	12,289	11,485
The Ripley Academy	4,754	884	307	848	6,793	6,138
South Wolds Academy and Sixth Form	5,517	989	260	1,174	7,940	6,763
The Kimberley School	7,048	1,405	482	976	9,911	9,306
John Flamsteed Community School	4,230	785	254	906	6,175	5,651
The Joseph Whitaker School	6,988	1,245	633	1,470	10,336	9,951
Awsorth Primary School	1,161	221	64	232	1,678	1,615

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22. Statement of funds (continued)

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2025 £000	<i>Total 2024 £000</i>
CP Riverside School	1,035	194	63	222	1,514	1,358
Gilthil Primary School	847	211	65	184	1,307	1,186
Kimberley Primary School	1,019	131	39	199	1,388	1,403
Mornington Primary School	1,162	231	47	201	1,641	1,638
Street Lane Primary School	472	52	35	154	713	637
Larkfields Infant School	840	113	14	211	1,178	1,083
Hollywell Primary School	933	163	62	178	1,336	1,228
Chellaston Infant & Junior Schools	3,179	588	93	591	4,451	4,524
Homefields Primary School	1,429	195	49	250	1,923	1,939
Limehurst Academy	3,856	727	204	508	5,295	4,797
Blidworth Oaks Primary School	1,727	304	120	243	2,394	2,404
Castle Donington College	3,335	417	191	660	4,603	4,170
Highfields School	6,213	1,196	403	1,000	8,812	8,488
Heathlands Primary School	855	143	50	171	1,219	1,186
Oak Grange Primary School	542	88	23	179	832	477
Lake View Primary School	329	60	14	103	506	-
Trust	67,725	13,231	4,536	12,576	98,068	91,194

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Notes to the financial statements
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23. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000
Tangible fixed assets	(3)	-	192,140	192,137
Current assets	13,793	6,323	939	21,055
Creditors due within one year	(6,152)	(1,349)	-	(7,501)
Creditors due in more than one year	-	(30)	-	(30)
Total	7,638	4,944	193,079	205,661

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2024 £000</i>	<i>Restricted funds 2024 £000</i>	<i>Restricted fixed asset funds 2024 £000</i>	<i>Total funds 2024 £000</i>
Tangible fixed assets	-	-	186,260	186,260
Current assets	14,298	6,346	3,427	24,071
Creditors due within one year	(7,728)	(1,674)	-	(9,402)
Creditors due in more than one year	-	(85)	-	(85)
Provisions for liabilities and charges	-	(1,093)	-	(1,093)
Total	6,570	3,494	189,687	199,751

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Notes to the financial statements
For the year ended 31 August 2025

24. Reconciliation of net income to net cash flow from operating activities

	2025	<i>2024</i>
	£000	<i>£000</i>
Net income for the year (as per Statement of financial activities)	5,362	<i>6,495</i>
Adjustments for:		
Depreciation	7,181	<i>6,763</i>
Capital grants from DfE and other capital income	(5,867)	<i>(10,170)</i>
Interest receivable	(533)	<i>(268)</i>
Defined benefit pension scheme cost less contributions payable	(505)	<i>(659)</i>
Defined benefit pension scheme finance and administration cost	(57)	<i>-</i>
Decrease/(increase) in stocks	2	<i>(6)</i>
Increase in debtors	(590)	<i>(571)</i>
(Decrease)/increase in creditors	(1,861)	<i>961</i>
Net assets transferred on conversion from predecessor school	-	<i>-</i>
Impairment of fixed assets	81	<i>86</i>
Net cash provided by operating activities	3,213	<i>2,631</i>

25. Cash flows from financing activities

	2025	<i>2024</i>
	£000	<i>£000</i>
Repayments of borrowing	(70)	<i>(94)</i>

26. Cash flows from investing activities

	2025	<i>2024</i>
	£000	<i>£000</i>
Interest receivable	533	<i>268</i>
Purchase of tangible fixed assets	(9,266)	<i>(12,136)</i>
Capital grants from DfE Group	5,867	<i>10,170</i>
Fixed assets inwards from converter academies	(3,877)	<i>-</i>
Net cash used in investing activities	(6,743)	<i>(1,698)</i>

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Notes to the financial statements
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27. Analysis of cash and cash equivalents

	2025	<i>2024</i>
	£000	<i>£000</i>
Cash in hand and at bank	12,706	<i>13,317</i>
Notice deposits	3,140	<i>6,129</i>
Total cash and cash equivalents	15,846	<i>19,446</i>

28. Analysis of changes in net debt

	At 1 September 2024 £000	Cash flows £000	Acquisition and disposal of subsidiaries £000	Other non- cash changes £000	At 31 August 2025 £000
Cash at bank and in hand	19,446	(3,758)	158	(3,140)	12,706
Debt due within 1 year	(74)	70	-	(55)	(59)
Debt due after 1 year	(85)	-	-	55	(30)
Liquid investments	-	-	-	3,140	3,140
	19,287	(3,688)	158	-	15,757

29. Capital commitments

	2025	<i>2024</i>
	£000	<i>£000</i>
Contracted for but not provided in these financial statements		
Acquisition of tangible fixed assets	1,109	<i>1,738</i>

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30. Pension commitments

The Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Nottinghamshire County Council, Leicestershire County Council and Derbyshire County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022.

Contributions amounting to £1,660,000 were payable to the schemes at 31 August 2025 (2024 - £1,547,000) and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions.

Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2027.

The employer's pension costs paid to TPS in the year amounted to £11,125,038 (2024 - £8,985,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above, the information available on the scheme,

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Notes to the financial statements
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30. Pension commitments (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £4,940,000 (2024 - £4,835,000), of which employer's contributions totalled £3,892,000 (2024 - £3,807,000) and employees' contributions totalled £ 1,048,000 (2024 - £1,029,000). The agreed contribution rates for future years are 21.8 per cent for employers and 5.5-12.5 per cent for employees.

As described in note 30 the LGPS obligation relates to the employees of the Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Trust at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

LGPS surplus position

As a result of the current market conditions factored into the assumptions applied by the LGPS scheme actuary, the actuarial valuation at the year-end has resulted in a surplus position as at 31 August 2025. The recognition of a surplus should only be made to the extent that an employer can expect to secure future economic benefit from it, either by paying a reduced rate of contributions or taking a refund. Management have assessed both considerations and concluded the following:

- Based on historic practices and estimations for future contribution rates, management do not consider there to be a reasonable expectation that there will be a position where the current cost of accrual will exceed the minimum funding requirement (primary contributions).
- The availability of any potential cash refund once all liabilities have been paid is based on several unpredictable future outcomes set out in the scheme rules that cannot be reasonably assumed at this stage. As a result, management consider there to be a very low possibility of a cash refund.

As a result of the above and taking account of the pension scheme actuary's asset ceiling calculations, the closing surplus balance has been restricted to a value of "nil" with the derecognition adjustment shown as "other recognised gains/losses" in the Statement of Financial Activities.

Principal actuarial assumptions

	2025	2024
	%	%
Rate of increase in salaries	3.20 - 3.70	2.80 - 3.65
Rate of increase for pensions in payment/inflation	2.95	3.10
Discount rate for scheme liabilities	6.05 - 6.10	5.00 - 5.10
Inflation assumption (CPI)	2.55 - 2.70	2.65 - 2.80

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

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30. Pension commitments (continued)

	2025	<i>2024</i>
	Years	<i>Years</i>
<i>Retiring today</i>		
Males	20.9 - 21.0	<i>20.4 - 20.8</i>
Females	23.8 - 24.4	<i>23.3 - 24.3</i>
<i>Retiring in 20 years</i>		
Males	21.8 - 22.7	<i>21.5 - 21.6</i>
Females	25.3 - 25.8	<i>24.7 - 25.4</i>

Sensitivity analysis

	2025	<i>2024</i>
	£000	<i>£000</i>
Discount rate +0.1%	(676)	<i>(907)</i>
Discount rate -0.1%	695	<i>932</i>
Mortality assumption - 1 year increase	966	<i>1,288</i>
Mortality assumption - 1 year decrease	(82)	<i>(1,256)</i>
Long term salary increase +0.1%	49	<i>62</i>
Long term salary increase -0.1%	(49)	<i>(61)</i>
Pension increases +0.1%	1,373	<i>890</i>
Pension increases - 0.1%	(724)	<i>(916)</i>

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Notes to the financial statements
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30. Pension commitments (continued)

Share of scheme assets

The Trust's share of the assets in the scheme was:

	At 31 August 2025 £000	<i>At 31 August 2024 £000</i>
Equities	31,023	29,122
Gilts and other bonds	7,912	4,126
Property	4,695	7,934
Cash and other liquid assets	10,780	5,049
Total market value of assets	54,410	46,231

The actual return on scheme assets was £4,366,000 (2024 - £3,642,000).

The amounts recognised in the Statement of financial activities are as follows:

	2025 £000	<i>2024 £000</i>
Current service cost	3,387	3,500
Interest cost	165	115
Interest income	(195)	(180)
Interest cost on the effect of the asset ceiling	65	-
Administrative expenses	22	19
Total amount recognised in the Statement of financial activities	3,444	3,454

Changes in the present value of the defined benefit obligations were as follows:

	2025 £000	<i>2024 £000</i>
At 1 September	46,856	40,483
Conversion of academy trusts	306	-
Current service cost	3,385	3,203
Interest cost	2,387	2,140
Employee contributions	1,048	1,034
Actuarial (gains)/losses	(9,922)	1,235
Benefits paid	(1,409)	(1,239)
At 31 August	42,651	46,856

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Notes to the financial statements
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30. Pension commitments (continued)

Changes in the fair value of the Trust's share of scheme assets were as follows:

	2025	<i>2024</i>
	£000	<i>£000</i>
At 1 September	45,763	<i>38,707</i>
Conversion of academy trusts	304	<i>-</i>
Interest income	2,449	<i>2,158</i>
Return on plan assets	1,917	<i>1,484</i>
Employer contributions	3,892	<i>3,862</i>
Employee contributions	1,048	<i>1,034</i>
Benefits paid	(1,409)	<i>(1,239)</i>
Administration expenses	(22)	<i>(18)</i>
Re-introduction of brought forward pension surplus	-	<i>243</i>
Derecognition of surplus	(11,291)	<i>(468)</i>
At 31 August	42,651	<i>45,763</i>

31. Operating lease commitments

At 31 August 2025 the Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025	<i>2024</i>
	£000	<i>£000</i>
Not later than 1 year	123	<i>130</i>
Later than 1 year and not later than 5 years	220	<i>263</i>
Later than 5 years	15	<i>29</i>
	358	<i>422</i>

32. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

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33. Related party transactions

Owing to the nature of the Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the DfE of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

The following related party transactions took place during the financial period:

C Azemia, spouse of L Azemia, a member of the Trust's Senior Management Team, is employed by the Trust in an administrative capacity. C Azemia's appointment was made in open competition and L Azemia was not involved in the decision making process regarding appointment. C Azemia is paid within the normal pay scale for their role and receives no special treatment as a result of their relationship to a member of the Senior Management Team.

S Fidler, spouse of I Fidler, a member of the Trust's Senior Management Team, is employed by the Trust in a leadership capacity. S Fidler's appointment was made in open competition and I Fidler was not involved in the decision making process regarding appointment. S Fidler is paid within the normal pay scale for their role and receives no special treatment as a result of their relationship to a member of the Senior Management Team.

34. Agency arrangements

The Trust distributes the 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2025 the Trust received £81,000 (2024: £62,000) and disbursed £27,000 (2024: £34,000) from the fund.

The Trust acts as an agent in distributing training bursaries to trainee teachers from the NCTL. During the year the Trust received £271,000 (2024: £356,000) from NCTL and disbursed £271,000 (2024: £359,000) in bursaries.

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35. Conversion to an academy trust

On 1 May 2025 Lakeview Primary School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to East Midlands Education Trust from Nottinghamshire County Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Balance sheet under the appropriate heading with a corresponding net amount recognised as a net gain in the Statement of financial activities as Donations and Capital Grants - transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of financial activities.

	Unrestricted funds £'000	Restricted funds £'000	Restricted fixed asset funds £'000	Total funds £'000
Tangible fixed assets				
Freehold land and buildings	-	-	3,877	3,877
Current assets				
Cash - representing budget surplus on LA funds	158	-	-	158
Non-current liabilities				
LGPS pension deficit	-	(2)	-	(2)
Net assets/(liabilities)	<u>158</u>	<u>(2)</u>	<u>3,877</u>	<u>4,033</u>